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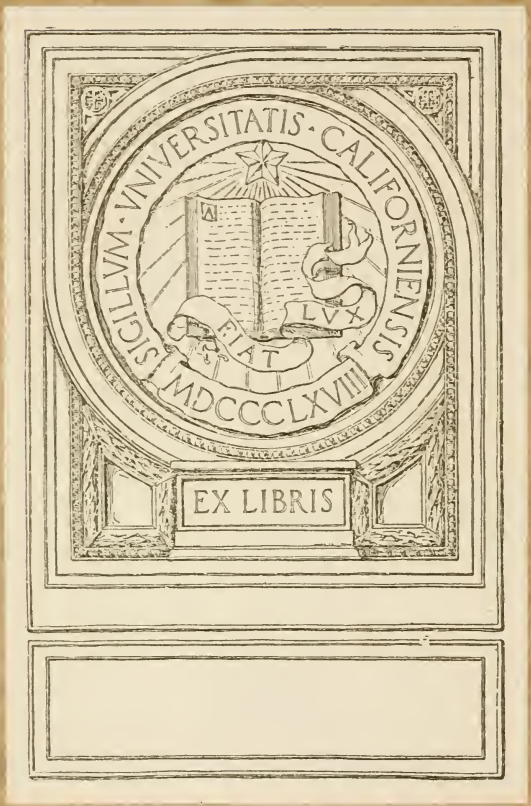
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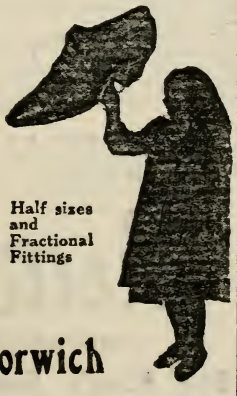

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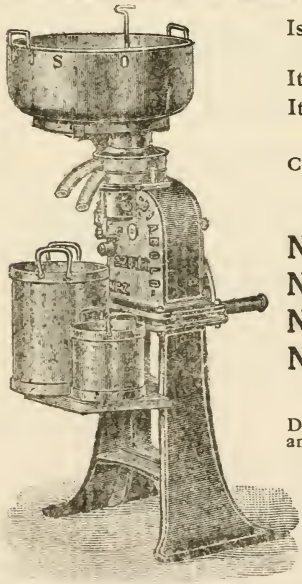

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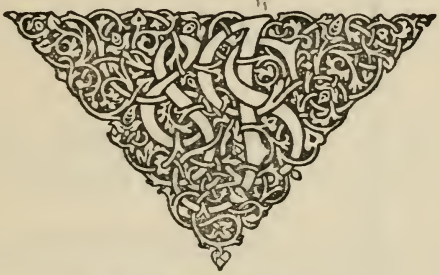
COSTUME FOR WOMEN WORKERS ON THE LAND (APPROVED BY THE BOARD OF AGRICULTURE).

WOMEN'S WORK ON THE LAND

By G. A. GREIG



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THE RT. HON. SIR AILWYN E. FELLOWES

P.C., K.C.V.O., D.L., J.P.

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FOREWORD

BY

THE RIGHT HON. SIR AILWYN E. FELLOWES, K.C.V.O., D.L., J.P.

THE writer of this booklet is doing a national work in bringing before the public the urgent need of women workers on the land. It goes without saying that the land must be cultivated, which cannot be done under present circumstances without their help. During the last few months thousands of women, on patriotic grounds, have gone into munition works, railways, and other industries, so taking the place of men who are fighting for us in the trenches or on the sea. So it ought to be with agriculture; and if the whole facts are put before the women in the rural districts they will undoubtedly respond in the same way to their country's call.

There has been in the past a feeling of

390025

antagonism against women working on the land; that is, however, happily dying out, not because opinions have altered, but because it is realised that war changes everything. To make the movement a success, women must be treated fairly, both as regards rates of pay, hours, and the work they are put to, and if the employers in agricultural districts fully understand this, they will secure the help which they will before long greatly need.

AILWYN FELLOWES.

INTRODUCTION.

At a conference of representatives of County Committees, held at the Middlesex Guildhall, the Earl of Selborne, President of the Board of Agriculture and Fisheries, said :—

> "On the question of women's labour depended whether or not agriculture would triumph over its difficulties."

His own unwavering opinion was that it would, if farmers would adapt themselves to the employment of women, and if the women of Great Britain would realise the immense opportunities of patriotic endeavour open to them.

Mine is the task to examine the causes responsible for this utterance, and to bring into prominence the vital necessity of carrying into effect the advice given to the nation by the Earl of Selborne, and to indicate the lines upon which it can be accomplished.

I need hardly remind the reader that agriculture is not only the largest industry

of the country, but upon its uninterrupted continuance in this hour of national crisis depends in no small measure the well-being of the whole people.

That the women of the race are determined to carry on in the enforced absence of their men-folk is being everywhere demonstrated, and on the close of hostilities, when it will be possible to view dispassionately and with some degree of accuracy the events of the war, and the national value of women's work, all other considerations must give place to the satisfaction that before the whole world British men and women have brought into prominence, as never before, those qualities of sacrifice and effort without which a nation cannot be truly great.

THE AUTHOR.

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CHAPTER I.

AGRICULTURAL DIFFICULTIES.

No useful purpose would be served in setting forth the figures that place agriculture at the head of the list of industries, both from the point of view of an industry vital to our own national existence, and the number of workpeople it employs. It is sufficient to say that farms and farming represent nearly one-third of the entire capitalised riches of the earth. Nevertheless it is imperative in relation to the now changed conditions to adjust our outlook, and to face the unprecedented difficulties with which farmers are now confronted.

Seed-time and harvest are fixed factors; further certain work on the land is performed at definite periods of the year, but beyond this no generalisation of farming operations is possible, or for that matter can general principles to any extent be laid

down for the guidance of the farmer. To make this point clear, let us take the case of two farms separated in certain districts only by short distances; the land comprising these two farms may vary to such an extent as to demand altogether different treatment. This calls for local knowledge and judgment, without which failure is certain.

Labour, too, in the main, must also be available locally, not always an easy thing to arrange in normal times, but more difficult now, as the men-folk, previously farm labourers, now soldiers, have in many cases left their families in the occupation of the farm cottages, where, in the main, they are allowed to remain by the farmer in undisputed possession.

The problem of housing is further complicated in certain districts by the billeting of troops in the villages, necessary no doubt for defence or training, but nevertheless adding to the difficulties of the farmers in cases where it is necessary and practicable to import labour.

It may be assumed that the apparent uncertainty of obtaining labour to harvest the crops is militating against farmers ploughing up more land; recruiting, they say, has

reduced to danger-point the number of skilled male agricultural workers, and this coupled with the fact that only the most essential cleaning of the land was performed last year (which most assuredly means an abundant increase of weeds), gives the farmer furiously to think that the philosophy of "Farming as usual" may, after all, be a delusion and a snare.

Food is a munition of war as much as high explosive, and the farmer is perfectly conscious that it is his duty to use every means in his power to produce as much food as possible. Further, in doing this he must practise the utmost economy of labour and at the same time keep his land clean: for has he not proved that on a properly weeded area the crop may be double that of an unweeded area? The farmer is further aware that the nation most urgently requires the crops which are directly human food (wheat, potatoes, and other vegetables). Such crops as oats, barley, roots and grass are also required for animals.

Of the relative expenditure of labour on the respective crops, roots require the most, but the farmer is cognisant of the fact that an important function of the root crop is to keep the land clean.

To summarise, it is now generally concluded that fundamental alterations cannot be made in our system of agriculture during the war.

I have briefly sketched the principal difficulties attendant on agriculture in order that the reader, being reminded of their existence and regarding them in conjunction with the rapid absorption of the manhood of the country-side into military life, may view the present unparalleled situation in a clearer perspective.

WORK, AN EXPRESSION OF PATRIOTISM.

CHAPTER II.

WOMEN'S LABOUR NECESSARY TO THE NATION.

WAR has complicated many a social problem, but it has revolutionised our outlook on the potentialities of woman's work. One finds them toiling in munition factories, driving motor-cars, working lifts, cleaning windows, labouring on farms and in gardens, working early and late, foregoing the quiet repose of the home, enthusiastically demonstrating their determination to do anything to be of use in the war.

Man does not necessarily do everything better than a woman; strength and special training tells, but sufficient evidence is now available to prove that women are to-day successfully filling the rôle of the men who have slipped away in a suit of khaki.

Of the million men or more previously engaged in agriculture, one may hazard the opinion that at least half are bearing

arms. In some counties the number that remains is less than half of the total, and is subject to reduction and still further reduction until the need for men for the army ceases, or there are no men to respond.

Already the casual labourer and the odds and ends of life on the country-side have evolved into regular workers. The gamekeepers and roadmen have become agriculturists. In many counties the school-leaving age for boys has been reduced. All are doing their part in order that the "earth may yield its fulness," and that the food supply of the race may be secured.

Although every possible source of male labour has been tapped, and notwithstanding that we have just passed through the "off" season for farming operations, still there remains work in arrear, *e.g.* muck to be carted and spread, and lucky the farmer who is reasonably ready for the difficult times immediately ahead.

The usual channels of assistance will this season be closed to the farmer, for the village blacksmith, the publican, the baker, the butcher, the wheelwright, etc., will have lost their assistants and have, therefore, greater demands made upon their time.

What, then, can be done? There can only

be one solution to the problem—women must cultivate the land.

Women at present cannot, perhaps, plough, but there is sowing, weeding and hoeing, pulling and topping roots, the tending of live stock and poultry, which women have already demonstrated their willingness and ability to accomplish.

Dairy work is woman's special sphere, in which she has long ago established her success. In other branches of farm work, where it is not the custom for women to work in the fields, prejudice—and, maybe, convention—stands in the way ; but national necessity makes light of such forms of opposition to utilising women's labour. The women themselves are indicating, by enrolling for farm work, that the national food supply will be assured, and the conviction is fast gaining ground that the women of Britain are indispensable in this connection, in so far that women's labour must supplement that of the men (exempted for various reasons from military service) if the food demands of the race are to be met during the period of national crisis.

Let us examine the statements on the existing shortage of labour published by the Board of Agriculture, which sets forth in

arresting fashion the deficiency of labour for the 1st February, 1916 :

> "The supply of labour was everywhere decidedly deficient, and much apprehension was felt as to the prospects of getting through the heavy work of the spring."

The conditions in the different districts on February 1st are appended, and needless to say the deficiency is greater than ever to-day, and will become more so as the year advances.

Agricultural Labour in England and Wales during January.

Northumberland, Durham, Cumberland, and Westmorland.—Farm workers were very scarce throughout the division. At the Candlemas hirings in Cumberland very few men were on offer, and wages were very high.

Lancashire and Cheshire.—Labour was very scarce, and the difficulty in this respect is likely to become greater shortly, when the demand increases.

Yorkshire.—The supply of labour was very deficient, and wages were being increased in some districts. Horsemen seemed to be very scarce in some parts of the county.

Shropshire and Stafford.—The supply of labour was very scarce and farmers were becoming anxious.

Derby, Nottingham, Leicester, and Rutland.—The supply of labour was still deficient, and there was very little prospect of improvement.

Lincoln and Norfolk.—The supply of labour was very short throughout the division, and women were being employed in some districts.

Suffolk, Cambridge, and Huntingdon.—There was a short supply of labour in all districts, and it was expected to be keenly felt when the heavy spring work begins.

Bedford, Northampton, and Warwick.—Labour was deficient, and wages had risen in one or two districts.

Buckingham, Oxford, and Berkshire.—Labour was very short, and fears were expressed that the shortage will become serious later, when farm work increases in the spring. Threshing, in particular, was reported to be difficult to arrange for, but neighbouring farmers were trying to ease matters by assisting one another.

Worcester, Hereford, and Gloucester.—There was a very short supply of labour throughout the division, and wages tended to increase.

Cornwall, Devon, and Somerset.—The supply of labour was still short for every class of farm work.

Dorset, Wiltshire, and Hampshire.—With lambing going on and the land fit to work, the shortage in the supply of labour was increasingly felt, and farmers were experiencing difficulty in getting their work done in some districts. Throughout the division labourers were scarce.

Surrey, Kent, and Sussex.—Generally speaking, the supply of labour was still deficient, especially as regards horsemen. It was anticipated that the shortage will be more seriously felt in the future.

Essex, Hertford, and Middlesex.—The supply of labour was very short, and farmers anticipated great difficulty in getting the spring work done.

North Wales.—The supply of labour during January was about sufficient in some districts, but short in others.

Mid Wales.—The supply of labour continued to decrease, and in most parts of the division was very deficient.

South Wales.—There is no change to record in the position this month. The shortage of labour was very pronounced, and no relief was obtained from the assistance of women.

WOMEN ON A FARM.

CHAPTER III.

ORGANISATION.

Success is measured by the strength and quality of the organisation responsible for it. This is as true of agriculture as it is of war, and it will not be well with a people who, in the face of unprecedented difficulties, leave things to mere chance.

Most nations have qualities more or less their own, and one wonders if the ability to "muddle through," which is so characteristically British, is the special quality to which this nation may lay claim.

To-day, however, we have reason to know that scientific organisation cannot be met effectively by a policy of muddle and disconnected effort, hence we have the Government of the day very properly organising practically everything needful for the successful prosecution of the war, and under this heading falls agriculture, which to a

nation, in peace or at war, is as essential as the air its people breathe.

When the announcement appeared in the public press that the Board of Trade, in consultation with the Board of Agriculture, were taking active steps to mobilise a sufficient supply of women for work on the land in order to meet the shortage of agricultural labour, due to the enlistment of men in His Majesty's Forces, it meant that the Government were alive to the special difficulties, not to say dangers, of the situation, and were organising to meet them.

Part of this scheme was the appointment of War Agricultural Committees in each county, who in turn appointed a Local Committee for the area of each rural district. The functions of the Committees are extensive, and not the least important is the task of determining whether or not the supply of agricultural labour is adequate. They have also, in consultation with the Labour Exchanges, to take steps to meet the deficiency by promoting co-operation in the use of labour; by the transfer of labour from another district; by the employment of women; or in any other way open to them.

The formation of these Committees at

once co-ordinated all efforts made to meet the growing shortage of labour, secured co-operation of effort, and brought into the movement a large number of people having considerable experience of agriculture and its requirements.

An essential and valuable addition to the County War Agricultural Committees is the Women's Committees, which have embarked upon a campaign of propaganda and are enrolling women for farm work, and discussing with farmers, individually and collectively, the possibilities of women's labour on their lands.

With special reference to the work of enrolling women for work on the land, each County is divided into districts, each having a Committee. These Committees are responsible for every village in their district. Each village has a village secretary or registrar, who will register as many women as possible for work on the land. The village registrars will exercise important functions in arranging for the women to take up employment as required in the immediate locality, and will administer to local requirements. In short, it is to them the farmer will apply for assistance in the cultivation of his land. This infers

that, generally, local women will be employed within easy reach of their homes, and one can conceive a number of women, neighbours, working together for a farmer who is equally well known to them, and for whom their husbands and sons, in happier times, have also worked.

Misunderstandings have arisen as to the obligations which the village women workers will incur by enrolling as war workers on the land, and it is imperative that these should be dispersed. In the first case, the woman who enrols merely indicates that she is willing to assist the farmer to cultivate his land, and that only because the men who would normally do this are serving their country, and are unable to do it themselves. She may only be able to work certain days in the week, or perhaps only certain hours of the day; nevertheless, she is prepared to do what she can, which means that her contributions of work, together with those of the other women in the locality, and such male labour as remains, will make it possible for the work on the farm to be done.

The enrolled woman is under no binding obligations, and whether she wears a green armlet, or her name appears on the roll of honour, she remains mistress of her own

actions. She will be conscious that the spirit that has prompted her to help to carry on the work of the world until such time as "the lads come home," is one of commendable patriotism.

The seventeen thousand women who have already enrolled for war service on the land have embarked on a crusade, and surely no crusade ever had a better object than the saving of the people's food.

The organisation and time when farm work shall be done may be safely left to the farmer himself; his special concern is to know the sources from which the necessary labour can be drawn, and just what steps he will need to take in order to obtain it. Dealing with this question on broad lines, the farmer when he requires labour, and being fully conscious that little or no male labour is available, will very naturally decide to adopt the only course which in the main is open to him, *i.e.* the employment of women. Having decided this, he will go to the village "Registrar of Women Workers for the Land," whose special concern is to see that his requirements are met.

No difficulty should be experienced in the farmer approaching the registrar, as it is already well known that the registration of

women for the land is going on; meetings in many districts have already been held, and Lord Selborne's speeches have had a rightful prominence in the public press of the country.

The farmer will also be able to command the assistance of the Labour Exchanges, which have already placed a considerable number of women on the land, and as dairy workers, and have also moved women from one district to another to work on the land.

Here I should emphasise that the efforts of the War Agricultural Committees, the Women's Committees, and the Labour Exchange, are to the same end. Lord Selborne has repeatedly pointed out the importance of the co-operation of these bodies, which is being rapidly brought about, and nothing but the greatest good can follow the intelligent combination and co-ordination of a work which is exciting the interest of the whole country.

No one knows better than the farmer that the habit of women working on the land has in some counties almost wholly disappeared, whereas in other places, Northumberland and Scotland, it is a common sight to see women working on the land,

doing practically everything except handling horses; but, on the other hand, women handle horses on the continent, and follow the plough. It is, of course, impossible for a woman to plough the heavy clay land, as this task is beyond the physical powers of the average woman, but there is work on the farms with the cattle, sheep, and the land, that will not tax their endurance unduly. Exposure to varying conditions of weather is unavoidable, but ill effects may be avoided by adopting suitable clothing.

CHAPTER IV.

AGRICULTURAL CALENDAR.

WORK WOMEN CAN DO—SUITABLE DRESS—CONDITIONS OF EMPLOYMENT—TRAINING.

I HAVE included in this chapter an agricultural calendar of work which women can do on the farm, and while I share the general opinion that it is difficult to secure a continuity of work for the twelve months of the year, the calendar will indicate to some extent the direction in which women's labour can be used in substitution for men's.

It is impossible to enumerate, more especially under the heading of "Market Gardening," every kind of employment that women are capable of, but I venture to think that any practical farmer when examining the calendar will find some work there which in normal times has been done by men, and which a

woman with very little training could do equally well.

No very definite pronouncement can be made as to the precise seasons, as it is not possible to lay down an iron rule for the whole of the country. Hay-making in one district may be a month later than in another, and the same applies to harvest, or, for that matter, to almost everything connected with agriculture.

To what use women's labour can be put to on the land has been the subject of much speculation in the county of Norfolk, and considerable experience of a most gratifying nature has now been obtained. The following letter, written by a prominent Norfolk farmer, is valuable, and goes to show that it is possible for both farmers and women to adapt themselves to the new conditions :—

"DEAR SIR,

"I am sending you photos of my women-workers. These women, amongst other things, have lifted sugar beet, and have spread dung.

"Last May all the single men had a chance to serve their country, and fifteen

availed themselves of the opportunity. My foreman went round the adjoining villages and personally asked the women to come out and do their bit; the result was that seventeen came out the next day. I met them and told them their hours would be 8 A.M. to 4 P.M., wages two shillings per day, and a lot of piece-work would be found. If they stopped with me thirteen weeks I would give them a bonus of one shilling per week, and if they stayed another thirteen weeks, a further bonus of one shilling per week. This was done. Between May and harvest they kept over one hundred acres of potatoes clean, planted thirty acres of cabbages, weeded five hundred acres of corn, kept clean twenty acres of mangold, and also ten to fifteen acres of sugar beet. Besides this, they chopped out about thirty acres of turnips. During September and October forty women came out and picked 130 acres of potatoes. From November up to the present time eighteen have found work regularly, and it is extraordinary how they stood the wet months of November and December. They lifted for me nearly five hundred tons of sugar beet, and riddled and put up for market about five hundred tons of potatoes. They pulled, topped, and filled

into the cart twenty acres of mangolds. They have spread two hundred acres of farmyard manure, representing two thousand loads, and also topped and tailed a big proportion of the turnip crop. Daughters of farm hands are the class of women engaged, and I am glad to say out of the eighteen workers I now have, sixteen are single girls. In starting fresh operations, it is decidedly dear labour, but once they have had a day or two's experience, the cost compares favourably with men labour. With the exception of the riddling of potatoes, all the work has been piece-work. I hope these remarks will be of use to you. It is a good record for the women, and, naturally, I feel proud of them. I hope to see one or two working horses very soon.

"Yours faithfully,

"_____."

This letter, written by a practical farmer, and representing as it does an unsolicited testimony of the value of women's labour on the land, should settle questions and dispel doubts which may have arisen in the minds of agriculturists.

Calendar of Farm Work Suitable for Women.

MONTH.	STOCK.	FOUR COURSE ROTATION.	MARKET GARDENING, ETC.
October	In their respective seasons— Milking Butter and Cheese making Poultry rearing Pig keeping Calf rearing Chaff cutting root cutting etc. (where power is available) Bullock fattening	Pull, top, and tail turnips and mangold Muck (dung) spreading	Potato picking Grease banding Runner bean pick'g Cauliflower cutting Onion lifting
November		Pull and top mangold Muck (dung) spreading	Potato picking Picking Brussel sprouts Cauliflower cutting Savoy cutting Boxing potato seed Planting fruit Fruit packing
December.		Muck spreading	Potato packing Fruit packing
January		Topping and tailing swedes	Potato packing Hop stringing Fruit pruning Broccoli cutting Fruit packing
February			Hop stringing Fruit pruning Broccoli cutting Fruit packing
March		Cleaning mangolds at the clamp	Hop stringing Cut collards Fruit pruning Potato planting Grafting

MONTH.	STOCK.	FOUR COURSE ROTATION.	MARKET GARDENING, ETC.
APRIL	In their respective seasons— Milking Butter and Cheese making Poultry rearing Pig keeping Calf rearing Chaff cutting root cutting etc. (where power is available Bullock fattening		Potato planting Hop tying Rhubarb pulling
MAY		Weeding the corn crops	Potato planting Hop tying
JUNE		Root hoeing and singling Haymaking	Fruit picking and packing
JULY		Cleaning the root crops Haymaking	Fruit picking and packing Pea picking
AUGUST		Harvest	Fruit picking and packing Potato picking
SEPTEMBER		Harvest	Fruit picking and packing Hop picking Potato picking Cabbage planting

Suitable clothing for women farm workers is important. I do not mean to infer that the garb need be picturesque, but rather that it should be dress of a fitting and useful kind, capable of protecting them from the ever-present dirt, and from the weather.

The Board of Agriculture has wisely given a lead on this matter, and has approved a costume which is excellently adapted for the

work, and is serviceable. This costume is illustrated (see *frontispiece*), and shows a woman clad in coat and skirt, the coat reaching to knees, and the skirt within fourteen inches of the ground. The material from which the costume is made is of rainproofed twill, having good wearing qualities. The hat is of the "sou'wester" design, is waterproof, and affords protection to the neck from rain. Boots, with a "Derby" cut front and waterproof tongue, and leather leggings, completes the attire, which costs less than thirty shillings.

I do not suggest that it is absolutely necessary for every woman worker on the land to spend thirty shillings on fitting herself out; indeed, in many cases it would be impossible for her to do so; but it is at least necessary for every woman working in the fields to have a good stout boot with a "Derby" cut upper, which keeps out both the soil and the rain, that the legs should be protected, and that she should have a rainproof or waterproof coat. Skirts should not extend below fourteen inches of the ground. The boots, which are heavier and stiffer than those usually worn by women, should have plenty of room, and a cork sock should be worn inside the boat. This will prevent

damp getting to the feet, and should be taken out at night and put back in the morning, both boot and sock by that time having lost the dampness. The boots should be greased occasionally with mutton fat, or for that matter with any non-mineral grease or oil, to insure them remaining pliable and comfortable.

I would suggest that in each village where suitable clothing is desired, a club might be formed of the women themselves, and that the secretaries undertake the responsibility of the collection from the members for the cost of the desired garments by instalments.

As to the wages and conditions of employment, I think the Agricultural Committees in the various counties should recommend to farmers what these should be. This is being done in some counties, and will probably result in eight hours being recommended as a day's work, work starting at 8 A.M. and finishing at 4 P.M., with a break for a meal, or from 9 A.M. to 5 P.M., with also a break for a meal. Probably the wages will vary in different counties, as in the case of men employed on the land.

There are three ways of dealing with the wages question :

(1) By agreeing to a flat rate of so much for the seven or eight hours' work for the different counties.

(2) Piece-work, where practicable.

(3) By paying equal wage for equal work.

Generally, employers of labour and associations of workpeople are in agreement with the last named, and there is no reason to suppose that the War Agricultural Committees of each county will not formulate recommendations which will have general acceptance.

The training of women for farm work is at present very much to the fore, but while I do not underestimate the value of training as such, I do not think it possible to arrange for the accommodation and maintenance of women during periods of training. It is certain that for dairy work, training of some kind is essential, but farmers have repeatedly proved that they themselves are the best trainers. As to the training for farm work, other than dairy work, the very idea of training must be dismissed for the reason that it is found in practice that the farmer himself can provide all that is necessary in this connection; indeed, it cannot well be otherwise, as various operations are confined to certain seasons, and women to be

trained in all operations would need to be in training during practically the whole year.

Reverting to the question of training for dairy work, there are in every county certain farms which are capable of carrying more labour than is actually essential. By this I mean a farm where, say, two women are employed in dairy work, and where, without difficulty, two additional women could be trained; in such cases the Board of Education, through the Education Committees, would give a grant of six shillings per week per person for a period of four weeks. The farmer, who has taken the responsibility of training, would be willing to pay each of the women in training six shillings per week, which together with the six shillings grant (total, twelve shillings), would enable the woman to maintain herself during her course. The women so trained could then be placed out with farmers, and two further pupils taken.

Having placed before the reader a case for the employment of women on the land, it remains for those of us who remain at home to "carry on."

Men and women working to this end will mitigate in no small measure the dire effects of the greatest war the world has ever known.

APPENDICES.

APPENDIX I.

National Health Insurance.

Rates of Contributions.

Contributions are required to be paid in respect of all persons between the ages of 16 and 70 who are employed within the meaning of the National Insurance Acts.

When the employed person is 21 or over and does not receive both board and lodging from the employer, the rate of contribution varies with the rate of remuneration for a working day, as shown in the table below :—

Rate of Remuneration for a Working Day.	Weekly Contributions (for women).	
	Employer. *d.*	Worker. *d.*
(i.) Over 2*s.* 6*d.* -	3	3
(ii.) Over 2*s.* and not over 2*s.* 6*d.* -	3	3
(iii.) Over 1*s.* 6*d.* and not over 2*s.* -	4	1
(iv.) Not over 1*s.* 6*d.*	5	—

WOMEN WORKING ON A NORFOLK FARM.

In the case of a woman under 21, the employer pays 6*d.*, and has the right to deduct 3*d.* from the employed person's wages.

The general rule is that a woman employed on or about a farm, whether regularly or casually, must be insured, unless no money payment is made to the employed person. The length of engagement, whether it is for a year or a month, or a day or less, is of no importance in this connection. If a farmer takes on a person aged 16 or more, whether the engagement is for a specified time or otherwise, and whether payment is to be made by time, by piece, or by the job, he becomes responsible for stamping her card, if it has not been already stamped for the particular week, and, if an ordinary contribution card is not produced an emergency card should be obtained at a Post Office and stamped.

The following classes of agricultural employments are excluded from the compulsory provisions of the Acts *where the person engaged in the employment was not at the time of entering on the employment an insured person,* viz. :—

Flower puller.
Fruit picker.
Hop picker.
Onion peeler.

Pea picker.
Potato picker.

In these cases, therefore, if the farmer is satisfied that the employed person was not previously insured (for example, in the case of a woman who is usually occupied in her own home in household duties but does some fruit picking in the summer), no contributions need be paid by either farmer or worker. But *unless the worker can satisfy the farmer that she was not an insured person, a card must be stamped in the ordinary way.*

Further, persons employed as milkers or to deliver milk in the early morning before 9 A.M. who are not ordinarily employed in any other capacity by the farmer, and persons employed as hop tyers, need not be insured by him in respect of such employment.

APPENDIX II.

Women's County Committees.

Women's County Committees are in operation in the following Counties :—

London and South-Eastern Counties.

Surrey.—Hon. Secretary : Miss Baker, 20-21, North Street, Guildford.

Hertfordshire.—Hon. Secretary : Miss L. Puller, Youngsbury, Ware.

Oxford.—Hon. Secretary : Miss Dewar, Cotmore, Bicester.

Cambridge.—Hon. Secretary : Mrs. Rootham, County Hall, Cambridge.

Norfolk.—Hon Secretaries : Mrs. Parish, Westward Ho, Kingsley Road, Norwich ; and Miss Burton, 129, Newmarket Road, Norwich.

Berks.—Hon. Secretary : Miss Ormerod, Shire Hall, Reading.

West Sussex.—Hon. Secretary : Mrs. Elliott Lord, Altricale, Summersdale, Chichester.

East Sussex.—Hon. Secretary: Miss M. Campion, Danny, Hassocks, Sussex.

Essex.—President and Acting Hon. Secretary: Lady Petre, 33, Gloucester Square, S.W.

East Suffolk.—Hon. Secretaries: Miss M. E. Connell and Miss E. M. Prentice, County Hall, Ipswich.

West Suffolk.—Hon. Secretary: C. F. Pattle, Esq., The Shire Hall, Bury St. Edmund's.

East Kent.—Hon. Secretary: M. F. Ramsey, Esq., Dane Court, Eastrey, Kent.

West Kent.—Hon. Secretary: Miss L. Weston, The Grange, Shipbourne, near Tonbridge.

Bedford.—Hon. Secretary: Mrs. Whitchurch, Great Barford House, Sandy.

South-Western Counties.

Cornwall.—Hon. Secretary: Miss Fenwick, Trefusis, Newquay.

Somerset.—Hon. Secretary: Mrs. Mansel, Bayford Lodge, Wincanton.

Devon (Five District Committees).—Hon. Secretaries: Miss Dickinson, Clevehurst, Ottery St. Mary; Mrs. Tindall, Marino, Sidmouth; Miss Rettack, Chyprage, Isca Road, Exmouth; Miss Liptrott, The Vicarage,

Teignmouth; Mrs. McArthur, Strathcas, Tavistock.

Hampshire (Three District Committees).—Hon. Secretaries: Mrs. Forest, The College, Winchester; Mrs. Mary, Clatford Lodge, Andover; and Miss Eggar, Virginia House, Farnham.

Gloucestershire.—Hon Secretary: Mr. Colchester Wemyss, The Bell House, Westbury-on-Severn.

West Midland Counties.

Staffordshire.—Hon. Secretary: Miss Amphilis T. Middlemore, Forelands, Bromsgrove.

North-Western Counties.

Cheshire.—Hon. Secretary: Hon. J. E. Cross, West Hall, High Leigh, Knutsford.

Lancashire.—Joint Secretaries: Mr. Windham E. Hale, Derby Estate Office, Preston; and Miss Knowles, Labour Exchanges Divisional Office, Empire Hall, Museum Street, Warrington.

Welsh Counties.

Carmarthen.—Hon. Secretary: Mrs. Gwynne Hughes, Tregeryb, Llandilo, Carmarthenshire.

APPENDIX III.

List of Organising Officers of Women's Work attached to the Labour Exchanges, together with the Counties Comprising Each Division.

London and South-Eastern Division.

Organising Officer: Miss Gardner, Martlett House, Bow Street, W.C.

Counties comprising Division: London, Middlesex, Surrey, Sussex, Kent, Essex, Hertfordshire, Bedfordshire, Buckinghamshire, Oxfordshire, Berkshire, Cambridgeshire, Norfolk, Suffolk.

South-Western Division.

Organising Officer: Miss Deane, Carlton House, Woodland Road, Bristol.

Counties comprising Division: Cornwall, Devonshire, Somerset, Dorsetshire, Hampshire, Wiltshire, Gloucestershire.

WEST MIDLANDS DIVISION.

Organising Officer: Miss Lewis, Dalton House, Corporation Street, Birmingham.

Counties comprising Division: Staffordshire, Shropshire, Warwickshire, Worcestershire, Herefordshire.

YORKSHIRE AND EAST MIDLANDS DIVISION.

Organising Officer: Miss Thornton (Yorkshire), South Parade, Doncaster; Miss Beardsley (Assistant Organising Officer), East Midlands), Labour Exchange, Stanford Street, Nottingham.

Counties comprising Division: Northamptonshire, Rutland, Huntingdonshire, Leicestershire, Lincolnshire, Nottinghamshire, Derbyshire, Yorkshire.

NORTH-WESTERN DIVISION.

Organising Officer: Miss Knowles, Empire Hall, Museum Street, Warrington.

Counties comprising Division: Cheshire, Lancashire.

WELSH DIVISION.

Organising Officer: Miss Strachan, Law Courts, Cathays Park, Cardiff.

Counties comprising Division: Monmouthshire and all Welsh counties.

SCOTLAND AND NORTHERN DIVISION.

Organising Officer: Miss Younger, 29, College Street, Glasgow.

Counties comprising Division: Cumberland, Westmorland, Durham, Northumberland, and all Scottish Counties.

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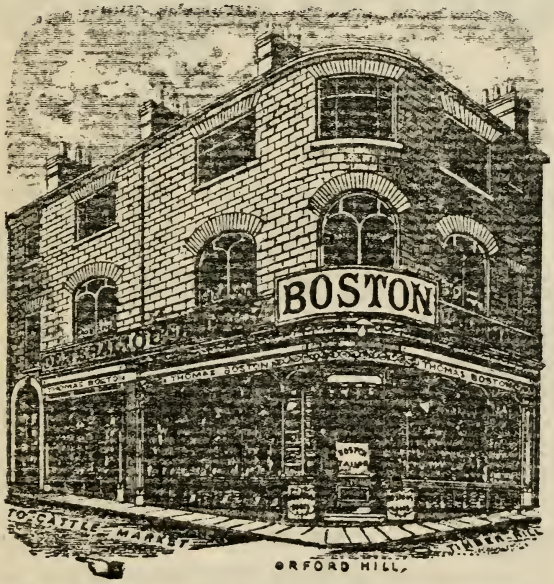

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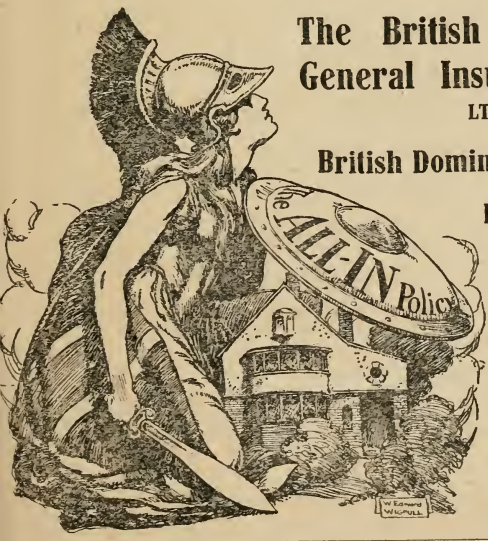

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All Insurances should be increased

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